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HRCI- SPHR PRACTICE EXAM 2024\2025 | GUARANTEED PASS!!

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership
- D. Authoritarian leadership - ACCURATE ANSWERS ✓✓ B.

Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment
- D. None, because it's consensual - ACCURATE ANSWERS ✓✓ C.

Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q188-Q193):

NEW QUESTION # 188

Which of the following are self-employed individuals who work on a project or fee basis with multiple customers or clients?

- A. Trainees
- B. On-call workers
- C. Apprentice workers
- D. Independent contractors

Answer: D

Explanation:

Section: Volume E

Explanation/Reference:

Answer option C is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 189

Which performance appraisal method would be used most effectively in a large, geographically dispersed organization with many similar jobs?

- A. Forced ranking
- B. Critical incident
- C. Field review
- D. Behaviorally anchored rating system

Answer: D

Explanation:

Explanation/Reference:

Answer option D is correct.

The BARS system is used most effectively in organizations when a number of jobs have similar duties.

Because it is expensive and time-consuming to implement, an organization must have enough resources available to develop the program. Critical-incident appraisal tools (B) are most effectively used by managers who have daily interaction with subordinates.

Forced ranking (C) is best for use in organizations with fewer than 100 employees because it becomes unwieldy for large groups.

Field reviews (A) are conducted by someone other than a direct supervisor.

Chapter: Human Resource Development

Objective: Review Questions

NEW QUESTION # 190

Jennifer is an HR Professional and she's telling Hal about sexual harassment issues at their workplace.

Jennifer wants to distinguish between the types of sexual harassment in this conversation. What are the two categories of sexual harassment Jennifer should address?

- A. Hostile Work Environment and Covert
- **B. Quid Pro Quo and Hostile Work Environment**
- C. Open and close
- D. Overt and Covert

Answer: B

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

The two categories of sexual harassment are quid pro quo and hostile work environment. Quid pro quo describes a scenario where employment can be based on the acceptance or refusal of sexual advances. A hostile work environment describes unwelcome sexual conduct that interferes with a person's ability to complete their work, intimidation, or an offensive work environment.

Answer option A is incorrect. Overt and covert are not valid sexual harassment terms.

Answer option B is incorrect. Open and close are not valid sexual harassment terms.

Answer option D is incorrect. A hostile work environment describes unwelcome sexual conduct that interferes with a person's ability to complete their work, intimidation, or an offensive work environment.

Covert, however, is not a valid sexual harassment term.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 191

In change management, there are generally considered to be three levels of motivational change. Which level of change management defines when people are brought to the level of accepting the change?

- A. Refreezing
- B. Thawing
- **C. Moving**
- D. Unfreezing

Answer: C

Explanation:

Answer option C is correct. There are three levels of the change process: unfreezing, moving, and refreezing. Moving brings people to the realization that change will happen and starts the actual process of change. There are three levels of the change process theory:

- Unfreezing: This level brings people to the point of realizing that change will happen. Sometimes people don't want organizational change to happen, but they need to realize the change will occur.

- Moving: This level brings people to the realization that change will happen and starts the actual process of change.

- Refreezing: In this level of change process theory, the change becomes the new norm for the organization, the outcome is evaluated, and additional changes occur to adjust the actual outcomes to those that are desired.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Human Resource Development

Objective: Organization Development

NEW QUESTION # 192

What is the most effective method of performance evaluation?

- A. A behaviorally anchored rating-scale process
- B. A forced-ranking process
- **C. A continuous-feedback process**
- D. A field-review process

Answer: C

